

BEFORE THE BOARD OF SOCIAL WORK  
OF THE STATE OF IOWA

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IN THE MATTER OF:	)	CASE NUMBER: 09-028
	)	
ANN M. NOVAK,	)	
	)	<b>SETTLEMENT AGREEMENT</b>
	)	<b>AND FINAL ORDER</b>
Respondent.	)	

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COME NOW the Iowa Board of Social Work ("Board") and Ann M. Novak ("Respondent"), and pursuant to Iowa Code sections 17A.10 and 272C.3(4), enter into the following Settlement Agreement and Final Order of the contested case currently on file against the Respondent:

1. The Respondent was originally licensed to practice as a social worker in the state of Iowa on August 11, 1998, and holds license number 04338.
2. A Statement of Charges was filed against the Respondent on February 8, 2010.
3. The Board has jurisdiction over the parties and subject matter of the Statement of Charges.
4. Execution of this Settlement Agreement and Final Order constitutes the resolution of this contested case. Respondent has a right to a hearing on the charges, but waives her right to hearing and all attendant rights, including the right to appeal, by freely and voluntarily agreeing to this Settlement Agreement and Final Order. Once entered, this Order shall have the force and effect of a disciplinary order entered following a contested case hearing.

5. Respondent is freely and voluntarily entering into this Settlement Agreement and Final Order, and she agrees that the State's counsel may present this agreement to the Board.

6. This agreement is subject to approval of the Board. If the Board approves this agreement, it becomes the final disposition of this matter. If the Board fails to approve this agreement, it shall be of no force or effect to either party.

7. This agreement shall be part of the permanent record of Respondent and shall be considered by the Board in determining the nature and severity of any disciplinary action to be imposed in the event of any future violations.

8. In the event Respondent violates or fails to comply with any of the terms of this Settlement Agreement and Final Order, the Board may initiate appropriate action to revoke or suspend Respondent's license or to impose other licensee discipline in accordance with Iowa Code section 272C.3(2)(a).

9. This Settlement Agreement and Final Order as well as the Statement of Charges are public records available for inspection and copying in accordance with the requirements of Iowa Code Chapter 22.

10. The Board's approval of this agreement shall constitute a FINAL ORDER of the Board.

**IT IS THEREFORE ORDERED:**

11. Upon the Board's approval of this Settlement Agreement and Final Order, the Respondent's license shall be placed on probation for a period of three (3) years commencing upon receipt of this Order. Respondent will satisfy applicable administrative licensing requirements and pay any fees due. Any future licenses issued

by the Board during the term of this sanction are also subject to the conditions imposed by this Order.

12. Respondent shall provide written notice of any change of address, phone number or employment within five (5) days of the event to the Board.

13. Respondent will obtain Board approval for each work environment that requires licensure as a social worker, and immediately submit a copy of this document to the employer for review.

14. Respondent agrees to continue seeing a Board-approved psychiatrist to provide psychiatric treatment and medication management on at least a quarterly basis. The psychiatrist will submit quarterly written reports to the Board that address Respondent's prognosis and ability to remain in active practice.

15. Respondent agrees to see a Board-approved therapist or aftercare counselor for psychotherapy on at least a monthly basis. The therapist will submit quarterly written reports to the Board that address Respondent's participation in therapy, progress, prognosis, and ability to remain in active practice.

16. Respondent agrees to obtain a worksite monitor during any periods of time in which Respondent is employed during the term of this Order. Respondent will submit to the Board for approval the name of a person who regularly observes and/or supervises her in a practice setting to serve as the worksite monitor. The worksite monitor will submit quarterly written reports to the Board that address Respondent's ability to remain in active practice.

17. Respondent will submit to the Board the names and curriculum vitae or resumes of her proposed psychiatrist, therapist/aftercare counselor and worksite

monitor within thirty (30) days from the date of this Order.

18. Respondent agrees to attend structured recovery support group meetings, like Alcoholics Anonymous (AA), at least twice weekly. Respondent agrees to document her attendance at these support group meetings by maintaining a log of her attendance with information about the name, date, time and place of the meeting and the initials or signature of another person present at the meeting.

19. Respondent will abstain from alcohol and drugs unless prescribed or dispensed by a physician, physician assistant, or advanced registered nurse practitioner in an appropriate manner for a legitimate purpose. Respondent agrees to inform any treating physician or other medical provider of the terms of this Order.

20. Respondent will immediately provide body fluid specimens upon request of the Board. This requirement may include selection for random testing by an automated notification system authorized by the Board.

21. Respondent shall sign releases which (a) will enable the Board to freely communicate with all individuals involved in Respondent's treatment, (b) provide for full access by the Board to all records maintained with respect to such treatment, and (c) provide for monthly reports on Respondent's progress to be submitted directly to the Board. It is the Respondent's responsibility to ensure that such monthly progress reports are provided to the Board.

22. Respondent will assume responsibility for all expenses incurred in order to comply with the conditions and requirements imposed by this Order.

This Settlement Agreement and Final Order is approved by the Board on May 24, 2011.